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Debate Mate

Empowering the youth of today, creating the leaders of tomorrow.



JOB DESCRIPTION

Job Title	Director of Programmes
Salary	£38,000 - £42,000 (depending on experience)
Reporting to	Executive Director, Group Director of Operations and CEO
Responsible for	All of the team involved in delivering the Core DM programme; Programme Directors (Assistant through to Executive), Administrative Support and Mentors

Objectives

- To learn and thoroughly understand all aspects of the Debate Mate Core Programmes by the end of Year 1; and to support the overall effective development and delivery of Debate Mate programmes
- To assume primary responsibility for the development and delivery of individual Debate Mate programmes
- To take primary responsibility for developing strategies for teaching core curriculum subjects via debating, and encouraging teachers to use debating in their classes
- To represent, develop and promote the Debate Mate brand

Context

Debate Mate runs after-school debating clubs in areas of high child poverty, delivered by students from the top universities as mentors. Debate Mate delivers a range of innovative, cutting-edge educational programmes that focus on developing communication skills, leadership, critical and creative thinking, teamwork and self-management, as well as building confidence, resilience and self-esteem. Current Debate Mate programmes include:

- Core Programme: Debate clubs in schools, the Urban Debate League and Debate Mate Cup, working with pupils in Years 5 – 10
- Virtual Debate Programme: Working with schools to deliver an online programme to students in Years 5 - 10 and online competitions
- Debate Mate Graduate School: Working with Year 10 – 13 pupils, including Saturday school, competitions and supporting older students in delivering community projects
- Debate Mate Plus: A programme that includes debate training, careers and UCAS advice, employer interactions and access to work placements / internships
- Debate Mate Accelerate Programme: Debate clubs focused on students deemed at risk of exclusion or with academic, behavioural or social needs
- DebateBox: An innovative behaviour intervention programme to engage students through debating and boxing
- Education UK Programmes, which include bespoke student and CPD training for teachers
- Debate Mate International Summer Programmes: Condensed three week programmes in Nepal, Kenya and Rwanda

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Key Areas of Responsibility

1. Development and Delivery of Programmes

- Building and managing relationships with UK schools, coordinating DM programmes and weekly debate clubs
- Continuously reviewing and improving DM programmes with the DM team, mentors and other interested parties
- Developing high quality resources for DM programmes, schools and teachers
- Developing teacher training models and implementation of programmes within schools
- Taking responsibility for the development and delivery of effective training programmes for teachers, including teacher training on how to use debating methods and programmes within the classroom
- Further developing and building upon pilot programmes for teaching core curriculum subjects through debate and other ways of using debate in the classroom
- Supporting Programme Directors with the recruitment and training of mentors
- Developing and improving the DM website content and online resources
- Raising the profile of DM; attending key events/effective networking etc. particularly within the education sector
- Ensuring all aspects of the Debate Mate programme are conducted in keeping with the overall ethos of Debate Mate and consistent with the Brand

2. Management

- Support the Executive Director and Group Director of Operations in leading members of the DM team to deliver DM programmes
- Support the development of other members of the DM team by sharing knowledge, particularly with regards to teaching and education
- Managerial responsibility for supporting the CEO and Board in developing funding models for UK schools based on government funding and supplements available
- Regular performance and quality reporting to the Executive Director, Group Director of Operations, Chief Executive and other relevant stakeholders, as required

Other Information

This role is suitable for a qualified teacher who is available to commit to **a minimum 2 year period**.

Full training will be provided by the Executive Director and Group Director of Operations to give the jobholder the opportunity to learn all aspects of the Debate Mate programme and to develop and fine tune key skills during the first 12 months. The expectation is that the job holder will become fully accountable for the responsibilities of this senior management position by at least the beginning of year two, providing necessary and right-hand support to our Senior Team.

As well as working for a dynamic and developing social business, the job holder can expect to be supported in their first year to develop specific skills in the following areas:

- **Project Management:** with the opportunity to take responsibility for managing individual aspects of a project from start to finish, including evaluation, particularly by year 2
- **Business Planning**
- **Finance:** understanding and supporting in managing a budget alongside the Senior Team
- **Communication skills:** with opportunities to develop verbal communication skills with individuals and groups through working with our Debating clubs, and written communication skills by having the

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opportunity to get involved in projects such as completing fundraising applications, developing our website and updating our blog

- **Teaching and Training skills:** ongoing opportunities to further develop teaching skills through involvement in the running of our clubs and training teachers to support the programme in the schools we work with.